



PUBLIC REQUEST TO ADDRESS THE BOARD OF SUPERVISORS COUNTY OF LOS ANGELES, CALIFORNIA

MEMBERS OF THE BOARD

HILDA L. SOLIS
HOLLY J. MITCHELL
SHEILA KUEHL
JANICE HAHN
KATHRYN BARGER

Correspondence Received

Agenda #	Relate To	Position	Name	Comments
21.		Favor	afsaneh karimi	
			Genevieve M Clavreul	The mental health of our First Responders is critical and necessary; I'm pleased to see this need being addressed by our Board.
			Jacqueline J ALVAREZ	
			Janelle Walker	<p>AMEND Item 21 to include identifying short-term immediate staffing relief solutions like the 48/96 Schedule Change 1- year Trial that will provide the necessary emergency relief to address the mental health of our firefighters. Attachments and documentation included.</p> <p>I appreciate the opportunity to comment on addressing workplace trauma and Mental Health within the Los Angeles County Fire Department. As you have been aware, The Fire Department has been in a staffing crisis for over 6 years. This staffing crisis is a core foundation that has helped cause an untenable and toxic workplace environment contributing to the negative mental health within the department's workforce. There are many long-term solutions that will correct the staffing crisis like hiring, promoting and reducing injuries, however these are not immediate fixes.</p> <p>Item 21 does not specifically address the short-term mitigations required to offer immediate relief. A few short-term mitigations have been identified by the Departments rank and file that will allow them to better navigate the staffing crisis now. One immediate mitigation is altering the Departments Work Schedule. Fire Chief Osby was presented with a Schedule Change proposal by LA County Firefighters' IAFF Local 1014. Fire Chief Osby has not yet made a decision to implement the Schedule Change despite the majority of firefighters favoring it. The 1-year Trial Schedule Change proposal was voted into place by the Majority membership in February of 2020.</p> <p>The 1-year 48/96 Schedule Change Trial is an immediate intervention and long term preventative measure that allows LA County Firefighters to mitigate the negative mental health impacts of staffing and increasing call volume. This schedule change can be implemented within a month and will yield the below results related to the Mental Health of Firefighters within the Los Angeles County Fire Department.</p> <ol style="list-style-type: none"> 1. Reduction of Long Term Fatigue resulting in reduction of Injuries and improved mental health. 2. More Protection from Forced Overtime staffing needs. (RECALLS) 3. More predictable and flexible work schedule allowing for adequate balancing of Work/life/Family commitments. 4. Better rested workforce with more productivity and improved morale resulting in better customer service to LA County Citizens. 5. Cuts commute by 50% reducing daily stress resulting from Los Angeles

As of: 6/22/2021 9:13:54 AM

				<p>traffic.</p> <p>Additional Benefits:</p> <ol style="list-style-type: none"> 1. Cost Neutral with Less than 1 month implementation time resulting in immediate relief to firefighters. 2. Compliance with County Code Title 5, Personnel, Chapter 5.90, Vehicle Trip Reduction Ridesharing 3. Compliance with South Coast Air Quality Management District RULE 2202 - ON-ROAD MOTOR VEHICLE MITIGATION OPTION 4. Helps meet Board of 2019 Supervisors Sustainability Plan <p>I favor elements of Item 21, however it falls short in identifying immediate resolutions to provide relief now. I would like to request that you amend Item 21 to include identifying short-term immediate staffing relief solutions like the 48/96 Schedule Change 1- year Trial that will provide the necessary emergency relief to address the mental health of our firefighters.</p> <p>In addition I have attached attached a letter from Fire Chief Osby addressed to Fire Department Families DATED December 18, 2015, where he identified the Staffing crisis and promised "measureable relief" in 2016 and 2017". The Fire Department never saw this relief.</p> <p>Sincerely, Janelle Walker</p>
			JULIE M FREEMAN	This is another waste of taxpayer dollars which are needed for infrastructure.
			Seth Macleod	Add bullet point to motion: Evaluate 48/96 Fire department schedule which has been requested by a majority of firefighters to reduce Fatigue
		Oppose	Anthony Pa	
			Gisela Kohagen	
		Item Total	8	
Grand Total			8	

June 18, 2021

Janelle Walker
5041 Dunsmore Ave
La Crescenta, CA 91214

COMMENT LETTER- Re: Agenda Item 21 Addressing Fire Department Workplace Trauma or Potential Workplace Trauma

Honorable members of the County of Los Angeles Board of Supervisors,

I appreciate the opportunity to comment on addressing workplace trauma and Mental Health within the Los Angeles County Fire Department. As you have been aware, The Fire Department has been in a staffing crisis for over 6 years. This staffing crisis is a core foundation that has helped cause an untenable and toxic workplace environment contributing to the negative mental health within the department's workforce. There are many long-term solutions that will correct the staffing crisis like hiring, promoting and reducing injuries, however these are not immediate fixes. Item 21 does not specifically address the short-term mitigations that will offer immediate relief. A few short-term mitigations have been identified by the Departments rank and file that will allow them to better navigate the staffing crisis now. One immediate mitigation is altering the Departments Work Schedule. Fire Chief Osby was presented with a Schedule Change proposal by LA County Firefighters' IAFF Local 1014. Fire Chief Osby has not yet made a decision to implement the Schedule Change despite the majority of firefighters favoring it. The 1-year Trial Schedule Change proposal was voted into place by the Majority membership in February of 2020.

The 1-year 48/96 Schedule Change Trial is an immediate intervention and long term preventative measure that allows the Fire Department to help mitigate the negative mental health impacts of staffing and increasing call volume. This schedule change can be implemented within a month and will yield the below results related to the Mental Health of Firefighters within the Los Angeles County Fire Department.

1. Reduction of Long Term Fatigue resulting in reduction of Injuries and improved mental health.
2. More Protection from Forced Overtime staffing needs. (RECALLS)
3. More predictable and flexible work schedule allowing for adequate balancing of Work/life/Family commitments.
4. Better rested workforce with more productivity and improved morale resulting in better customer service to LA County Citizens.
5. Cuts commute by 50% reducing daily stress resulting from Los Angeles traffic.

Additional Benefits:

1. Cost Neutral with Less than 1 month implementation time resulting in immediate relief to firefighters.
2. Compliance with County Code Title 5, Personnel, Chapter 5.90, Vehicle Trip Reduction Ridesharing
3. Compliance with South Coast Air Quality Management District RULE 2202 - ON-ROAD MOTOR VEHICLE MITIGATION OPTION
4. Helps meet Board of 2019 Supervisors Sustainability Plan

I favor Item 21, however it falls short in identifying immediate resolutions to provide relief now. I would like to request that you amend Item 21 to include identifying short-term immediate staffing relief solutions like the 48/96 Schedule Change 1- year Trial.

Sincerely, Janelle Walker



COUNTY OF LOS ANGELES

FIRE DEPARTMENT

1320 NORTH EASTERN AVENUE
LOS ANGELES, CALIFORNIA 90063-3294
(323) 881-2401

DARYL L. OSBY
FIRE CHIEF
FORESTER & FIRE WARDEN

December 18, 2015

Dear Families:

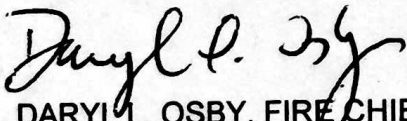
Traditionally, as the Fire Chief, I send a Holiday Message internally to Department personnel; however, this year it is appropriate to expand my reflection of this past year and express my gratitude toward the families of our members. Simply stated, thank you for sharing your loved one's precious time with the Department during the holiday season. It is because of your support that our members can continue to execute the Department's incredible mission.

I recognize the impact that it may have on your marriages, relationships and friendships when holidays are missed, family events are unattended, and plans are altered constantly. I want to assure you that I understand and appreciate the sacrifices that you and our members are making.

When I became Fire Chief nearly five years ago, I assumed a severely challenged budget and fiscal forecast. My goal was to keep the entire Department gainfully employed without experiencing any adverse impact to their pay or benefit packages. I am proud to say this goal was accomplished; however, several sacrifices were made to obtain this objective. One of the compromises was maintaining a high number of vacancies, which resulted in a high volume of recalls/overtime due to these vacancies. Persistent emergency staffing is of great concern to me and I recognize how it impacts you and your families directly.

My Executive Team and I are finalizing plans, in conjunction with the appropriate labor groups, to implement aggressive hiring plans to resolve these staffing issues. Although these actions may not provide immediate relief, it is a plan that will provide measureable relief in 2016 and 2017. Thank you once again for your continued support, patience and understanding as we get through this challenge. I wish you a Happy Holiday Season and the very best in 2016.

Very truly yours,


DARYL L. OSBY, FIRE CHIEF

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SERVING THE UNINCORPORATED AREAS OF LOS ANGELES COUNTY AND THE CITIES OF:

AGOURA HILLS
ARTESIA
AZUSA
BALDWIN PARK
BELL
BELL GARDENS
BELLFLOWER
BRADBURY

CALABASAS
CARSON
CERRITOS
CLAREMONT
COMMERCE
COVINA
CUDAHY

DIAMOND BAR
DUARTE
EL MONTE
GARDENA
GLEN DORA
HAWAIIAN GARDENS
HAWTHORNE

HIDDEN HILLS
HUNTINGTON PARK
INDUSTRY
INGLEWOOD
IRWINDALE
LA CANADA FLINTRIDGE
LA HABRA

LA MIRADA
LA PUENTE
LAKEWOOD
LANCASTER
LAWDALE
LOMITA
LYNWOOD

MALIBU
MAYWOOD
NORWALK
PALMDALE
PALOS VERDES ESTATES
PARAMOUNT
PICO RIVERA

POMONA
RANCHO PALOS VERDES
ROLLING HILLS
ROLLING HILLS ESTATES
ROSEMEAD
SAN DIMAS
SANTA CLARITA

SIGNAL HILL
SOUTH EL MONTE
SOUTH GATE
TEMPLE CITY
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WEST HOLLYWOOD
WESTLAKE VILLAGE
WHITTIER